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ABSTRACT

This publication reports on the bigotry and violence on Missouri's college campuses based on the perspectives of 15 persons at a community forum held March 22, 1989. Participants included representatives of federal and state government agencies, human rights organizations, law enforcement agencies, and faculty, staff, students, and administrators from two- and four-year institutions of higher education. The federal official gave information on perpetrators of hate crimes on campus and a process for conflict resolution. Community and media consultants provided views on the collection of data for properly informing and educating the public on hate crimes and anti-semitism. Law enforcement officials told the forum why and how information on hate crimes is or is not reported. Two students described their thoughts and responses on the issue of racism. Faculty, administrators and staff provided different views of bias-motivated incidents, complaints, and harassment on their campus. Some institutions mentioned the importance of immediate top level responses to bias-motivated incidents on campuses if there is to be a positive learning environment for all students. One university representative described how the university handled a campus controversy that provided an invaluable experience in racial relations though costly in time, energy and money. (JB)

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BIGOTRY AND VIOLENCE ON MISSOURI'S COLLEGE CAMPUSES

MISSOURI ADVISORY COMMITTEE TO THE UNITED STATES COMMISSION ON CIVIL RIGHTS

This summary report of the Missouri Advisory Committee to the United States Commission on Civil Rights was prepared for the information and consideration of the Commission. Statements and viewpoints in the report should not be attributed to the Commission or to the Advisory Committee, but only to individual participants in the community forum where the information was gathered.

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A SUMMARY REPORT

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APRIL 1990

BIGOTRY AND VIOLENCE ON MISSOURI'S COLLEGE CAMPUSES

MISSOURI ADVISORY COMMITTEE

TO THE UNITED STATES

COMMISSION ON CIVIL RIGHTS

APRIL 1990

THE UNITED STATES COMMISSION ON CIVIL RIGHTS

The United States Commission on Civil Rights, created by the Civil Rights Act of 1957 and reestablished by the United States Commission on Civil Rights Act of 1983, is an independent, bipartisan agency of the Federal Government. By the terms of the Act, the Commission is charged with the following duties pertaining to discrimination or denials of equal protection based on race, color, religion, sex, age, handicap, or national origin, or in the administration of justice: investigation of individual with respect to discrimination or denials of equal protection; the appraisal of the laws and policies of the United States with respect to discrimination or denials of equal protection; the maintenance of a national clearinghouse for information respecting discrimination or denials of equal protection; and the investigation of patterns or practices of fraud or discrimination in the conduct of Federal elections. The Commission is also required to submit reports to the President and the Congress at such times as the Commission, the Congress, or the President shall deem desirable.

THE STATE ADVISORY COMMITTEES

An Advisory Committee to the United States Commission on Civil Rights has been established in each of the 50 States and the District of Columbia pursuant to section 105(c) of the Civil Rights Act of 1957 and section 6(c) of the United States Commission on Civil Rights Act of 1983. The Advisory Committees are made up of responsible persons who serve without compensation. Their functions under their mandate from the Commission are to advise the Commission of all relevant information concerning their respective States on matters within the jurisdiction of the Commission; advise the Commission on matters of mutual concern in the preparation of reports of the Commission to the President and the Congress; receive reports, suggestions, and recommendations from individuals, public and private organizations, and public officials upon matters pertinent to inquiries conducted by the State Advisory Committee; initiate and forward advice and recommendations to the Commission upon matters in which the Commission shall request the assistance of the State Advisory Committee; and attend, as observers, any open hearing or conference which the Commission may hold within the State.

LETTER OF TRANSMITTAL

Missouri Advisory Committee to the
U.S. Commission on Civil Rights
April 1990

MEMBERS OF THE COMMISSION

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Carl A. Anderson
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Russell G. Redenbaugh

Wilfredo J. Gonzalez, Staff Director

Attached is a report on the community forum held by the Missouri Advisory Committee in Columbia, on March 22, 1989, to receive various perspectives on the bigotry and violence issue on Missouri's college campuses.

The Advisory Committee was provided with information on the forum's topic by 15 persons who represented Federal and State government agencies, human rights organizations, law enforcement agencies, and faculty, staff, students, and administrators from 2- and 4-year higher education institutions. The Committee did not make any findings or recommendations but will use the information in future program planning and project development. The Committee reviewed and approved the report by a vote of 11-0.

Respectfully,

/s/

JOANNE COLLINS, Chairperson
Missouri Advisory Committee

MISSOURI ADVISORY COMMITTEE

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ACKNOWLEDGMENTS: The Missouri Advisory Committee wishes to thank the staff of the Commission's Central Regional Division for its help in the preparation of this summary report. The summary report was the principal assignment of Ascension Hernandez, with support from Corrine Sanders. The report was under the overall supervision of Melvin L. Jenkins, Director of the Commission's Central Regional Division.

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INTRODUCTION

For a number of years the U.S. Commission on Civil Rights has been deeply concerned about crime and harassment motivated by bigotry and has called for the enactment of legislation requiring the establishment of a national system to collect data on such crimes and incidents. A 1986 nationwide survey of State Advisory Committees determined that only three States, Maryland, Pennsylvania, and North Carolina, and a handful of large cities were collecting data on hate crimes. The unavailability of standard data has made it difficult to determine if hate crimes have increased.

There has been an increasing number of news reports of bias-motivated incidents, especially on college campuses. In Missouri, a minimum of 20 incidents during 1988 came to the attention of the Commission's regional staff. In St. Louis and Kansas City committees have been organized to respond to the issue. The Missouri Advisory Committee decided at their planning meeting in November 1988 to conduct a forum on bigotry and violence on college campuses in the State.

OVERVIEW

William Whitcomb, Conciliation Specialist, Community Relations Service

William Whitcomb, a conciliation specialist with the U.S. Department of Justice, Community Relations Service (CRS), has been monitoring and mediating bias-motivated incidents on college campuses in Region VII for the last 2 years. Mr. Whitcomb stated that minority students, particularly blacks, have had a difficult time adjusting to a hostile and sometimes isolated environment on the college campus. His focus is on blacks because extremist groups have perpetrated 70 percent of the hate violence against

black students, 12 percent against Hispanic students, and about 7 percent against Southeast Asian students.

Perpetrators of some violence belong to a new group, called skinheads, a new phenomenon on the campus scene. Skinheads have targeted the colleges and universities as a place to spread their hate philosophy. The tactics used by skinheads are racist leaflets and spray graffiti. They have, in some cases, first amendment protections, but Mr. Whitcomb mentioned that there are laws and penalties against racial and ethnic harassment. The skinheads appear to be a youth movement emerging from the Knights of the Ku Klux Klan (KKK). They are recognized by their distinctive shaven head appearance. Their lifestyle includes an image of toughness, of patriotism and of anti-immigrant attitudes. Their dress style includes tattoos and combat boots. The skinheads' mission is to introduce hate and violence against minority groups, and violence is part of the lifestyle. The skinheads' organizer has been a grand dragon of the KKK.

Mr. Whitcomb said money is donated to the skinheads' organization by sympathizers. He named the Missouri Knights, the Aryan Nation, and student groups that cluster under the white student union as the extremist groups in Missouri. There are also splinter groups from the old line KKK. White supremacist groups in education are a new occurrence that the CRS has begun to work with and monitor. CRS helps colleges understand bias-motivated incidents and how to develop strategies for conflict resolution.

Mr. Whitcomb mentioned a fourfold increase in white supremacist activities in the U.S. In Missouri it is difficult to determine the number

of incidents due to a lack of accurate reporting, recordkeeping, uniformity of the data, etc.

CRS received 35 bias-motivated incident complaints for 1986 and 1987 in its four-State region, which includes Missouri. The feeling is that many crimes go unreported because the police system has not been set up to deal with bias-motivated crimes but only with serious crimes against personal property. Additionally, people do not know where to get assistance when bias-motivated incidents occur. Mr. Whitcomb mentioned that coalitions on hate crimes have formed in St. Louis and Kansas City that study many aspects of the issue, looking for solutions to improve community relations.

COMMUNITY PERSPECTIVE

Mary Ratliffe, President, Columbia Branch, NAACP

Mary Ratliffe, president of the Columbia NAACP chapter, reported that there was no violence on Columbia's college campuses. However, she mentioned that the NAACP college chapter believed that there are many areas of disparate treatment on the campus that need to be studied. Racial slurs are still used and against none less than the first black king and queen presented to the University of Missouri-Columbia (UMC) homecoming about 3 years ago. In the school of journalism there was a racial slur incident that prompted a student and community protest that required the assistance of the U.S. Department of Justice/CRS to mediate an agreement among UMC and the NAACP and black student organizations. Ms. Ratliffe also gave examples of problems in other arenas. In Columbia, one newspaper sets the community tone for negative racial feelings and negative impact on race relations. However, there is a second newspaper, with a black editor, that helps to balance the negative effects of the other newspaper.

Upon questioning by the Committee, Ms. Ratliffe gave an example of how the medical school uses double standards for blacks and whites, standards that exclude blacks and give advantages to the white students. Recently, with the appointment of a new, progressive dean at the medical school, the testing and readmission mechanisms have been evenly applied to all students.

Ms. Ratliffe was not aware of any organized hate groups on the Columbia campus. She mentioned a one time effort by the KKK to recruit on campus a few years ago but it fizzled out. The NAACP is ever vigilant to attempts by the Klan to organize in Columbia and has responded with communitywide support against the Klan's efforts.

Stan Anderman, Regional Director, Anti-Defamation League of B'nai Br'ith

Stan Anderman said that the Anti-Defamation League (ADL) has become the most well-known monitor of extremist groups in the U.S. The ADL sponsors the World of Difference program, which attempts to bring together the total community to become aware of the problems of prejudice and racism. The program's main focus is through use of a 300-page study guide on multicultural education for teachers training.

ADL has also demonstrated leadership in the development and support of ethnic intimidation legislation and ordinances at local and State government levels throughout Missouri, done at great risk of bodily harm. St. Louis is in the forefront on issues of bias crime legislation and on the training of law enforcement officials in reporting of hate crimes. Mr. Anderman provided examples of the anti-Semitism on campus at the University of Missouri-Columbia (UMC). In one instance, a newspaper article published by the Jewish Student Center described the one-on-one attacks against

female Jewish students in dorm life on the UMC campus. Also, the Jewish Student Center at UMC is vandalized on a regular basis.

Mr. Anderman reported no extremist group activity on Missouri campuses. He described the Klan as being extremely publicity conscious, especially in the Kansas City area with the ability to acquire access to public cable television and other national impact publicity endeavors. Another issue on the UMC campus that caused some serious concern among Jewish students was the appearance of Louis Fahrakan with his anti-Semitic message.

Ben Johnson, Managing Editor, Columbia Missourian

Ben Johnson gave information on the role of the media in the reporting of bias-motivated incidents, indicating that stories on bias-motivated incidents are difficult to uncover. He said that violent crimes are easier to report because there is an official police report to use. It becomes difficult to report a bias-motivated incident when there is no evidence available or witnesses who will corroborate the incident - the burden of proof is on the newspaper reporter to report accurate information with a prevailing body of evidence.

In response to a Committee member's question, Mr. Johnson noted that only 4 of 30 black faculty members at UMC have tenure, none in the school of journalism. Of about 600 students in the school of journalism, 34 (4.8 percent) are black students.

As a black managing editor of the Columbia Missourian, a not-for-profit entity that provides services to the school of journalism, UMC, Mr. Johnson has received unsigned notes through the campus mail criticizing his work and questioning his motives with the newspaper. In 1987 the Columbia Missourian received national awards for its series called "UMC Racism, the Silence

Ends." In spite of his position as editor and awards to the newspaper, Mr. Johnson was excluded from communications by his peers and in some instances his abilities were questioned by students.

ENFORCEMENT PERSPECTIVE

St. Louis Metropolitan Police Department Officials

Major Lawrence Akley, commander of the technology unit, and Sergeant Paul Nocchiero, coordinator of the technology unit for the St. Louis Metropolitan Police Department, were invited to the forum to provide information on their automated reporting system for bias-motivated crimes. Major Akley explained how, at the request of the St. Louis branch of the NAACP, the police department and other community entities met to discuss a cross burning incident in St. Louis. The meeting resulted in passage of a city ordinance on bias crimes. The St. Louis police department, through the initiative of the technology unit, programmed their automated police report writing system to classify properly bias-motivated crimes.

Major Akley added that the reporting system has several sign off responsibilities. These include a sergeant and a watch commander; in the case of a bias crime, a district detective, who follows up on the incident. At the time of the forum the St. Louis metro police department was probably one of the few major police departments with the capability already in place to track and monitor bias crime.

The chief of police also introduced a new policy to train police officers to recognize bias crime. The bureau of field operations will be responsible for implementing the bias crime training for the police department.

Monitoring of the hate crime ordinance by the community coalition of the NAACP, the Urban League, and other civil rights agencies will provide feedback to refine operations under the ordinance. The attitudes of investigative officers will be part of the review and evaluation process by the coalition. Sergeant Nocchiero said that it is important for deans and chancellors to be the watch dogs of the educational institutions. As leaders, they must ensure that their employees enforce and abide by the ordinance on bias crimes.

Ron Mason, Director of Police Operations, University of Missouri-Columbia

Ron Mason provided background information on the University of Missouri at Columbia (UMC), which is the setting for campus police work. The university has State power to provide police officers and has 35 commissioned police officers. The university's police department has a computer-driven record system with the capability for generating bias crime information. In 1988 the UMC campus had 4,200 incidents that were reported to and investigated by the campus police. Of the 4,200, 1,200 were Part I criminal activities. UMC has nearly 24,000 students and approximately 9,000 staff and faculty members. Mr. Mason said that 6,500 students on campus live in residence halls and about 4,000 students live in fraternity and sorority houses surrounding the campus. Police report statistics are affected by the heavy traffic of visitors on campus for various sports and cultural activities.

Consistent with police reports and Mr. Mason's recollection, there have not been any bias-motivated crimes on campus. One thought on the nonreporting of bias-related incidents is that in residence halls there may

be an internal disciplinary procedure that resolves some of the issues. The office of student development is also involved in the discipline for the student body and its data are not included in police reports.

According to Mr. Mason, 97.5 percent of the UMC crimes are primarily property crimes; the remaining 2.5 percent are assaults. The UMC police force has over 20 percent minority group representation. Recent police department recruits have been primarily college graduates. Some members of the department have participated in training conferences on bias crime, with the objective of the staff's knowing that bias crime is a national issue and one of concern. The campus police have constant communications with different groups, organizations, and resident life groups to try to minimize problem areas and to improve the quality of campus life.

Alvin Plummer, Executive Director, Missouri Commission on Human Rights

Alvin Plummer gave his statewide perspective on the nature of bias-motivated incidents, and its impact on the educational process, both at institutions of higher learning and in community settings where his agency, the Missouri Commission on Human Rights (MCHR), has conducted forums on the subject of bigotry and violence. The issue, the idea that tomorrow's leaders are leaving campus with a warped and uninformed impression of other Americans who appear to be different, is a crucial concern to Mr. Plummer. He suggested that the universities should require, for graduation, courses designed to enhance an understanding between groups and not only of black and white issues but ethnic minorities' issues. His approach, he said would dovetail with the efforts of the Missouri General Assembly, which has passed hate crime legislation with sanctions.

Mr. Plummer also emphasized the need for a centralized reporting system for bias-motivated incidents. He knows from information provided at forums that there is an increase in bias-motivated incidents, but accurate data are not available. Various organizations that keep statistics have different figures on bias-motivated incidents. One example he gave was the high incidence of cross burnings in the bi-State St. Louis area without an accurate, credible count on the number of cross burnings. The count of bias-motivated incidents on campus becomes even more obscure because the community would rather that distasteful incidents not become known to the general public. Bias-motivated incidents, when handled quietly by institutions, generally do not produce a long-term resolution of the issue.

Mr. Plummer believed that a mechanism for reporting bias-motivated incidents on campuses should be established with trained, investigative personnel that can be trustworthy in the eyes of the student or the faculty that is using the services. Universities should also conduct conferences that focus on the issues of bias-motivated incidents and review policies other institutions are using to deal with this serious concern.

STUDENT PERSPECTIVE

T.J. Quinn, Director, Students Organized Against Racism

T.J. Quinn, the director of Students Organized Against Racism (SOAR), thought he could contribute his experience of being in a room where there are no black people and witnessing the amazing ease and comfort that white students have of being candidly racist amongst themselves. People automatically assumed that because he was white, he was also racist. Mr. Quinn believed that while in recent times there has been open racism in universities across America, at the University of Missouri-Columbia (UMC)

the problems are more subtle. He said there is a lot of covert racism and very deep institutional racism that is not unique to UMC, but it is very strong there. As a resident assistant, Mr. Quinn heard from black students about some of the incidents they experienced, door banging at night, insults at a black female student over the phone, and insults yelled to black students by persons in passing cars.

Mr. Quinn traces the institutional racism on the UMC campus to 30 years ago when black students began to enroll and attend classes. The first black students experienced violent, confrontational racism, and, later, blacks began to experience subtle messages that they were not wanted on campus. The current students have attempted to assimilate and to play by the rules of the mainstream institutions but have become disillusioned at the university. Blacks have not been taken seriously in student government or by other student organizations and have been treated as token representatives. Some optimistic blacks join organizations like SOAR and are often ostracized by other blacks for their efforts.

Although blacks have their own set of concerns with reference to racism, the white student who tries to promote equality on campus is questioned about his motives and his sincerity by both black and white students.

Mr. Quinn said there is conflict among white students because some think that they automatically understand what it is like to be black in a university. White students think they understand the issue, the history, the feelings of blacks, and assume that is all they need to know.

Mr. Quinn believed that the issue of discrimination cannot be dismissed; that this burden is on white students, because their parents in the past created the conflict on campus. Mr. Quinn said the campus standoff on eliminating bigotry seems to depend on white students who do not seem to want to educate themselves about the discrimination issues and on black students who do not seem to want to educate the white student. Student organizations that have mutual goals are at cross-purposes in achieving their goals, which ends up causing conflict.

Mr. Quinn pointed out that SOAR aims to educate its membership about discrimination and to begin to educate leaders of other campus organizations to recognize their racist behavior and to begin a change. SOAR is also trying to establish communications between UMC's predominantly black and predominantly white fraternities and sororities. The organization expects resistance because some of the groups have been around as long as UMC's 150 years, but the hope of SOAR is that white students will start to listen and stop telling blacks what their needs are. SOAR, a relatively new campus group, has not heard of any extremist groups on campus or of violent confrontation between racial groups.

ADMINISTRATIVE PERSPECTIVE

Mary Harris, Counsel to the President, Lincoln University

According to Mary Harris, Lincoln University was founded by members of the 62nd and 65th colored infantries at the close of the Civil War in 1866. The founders of Lincoln wanted to provide an opportunity for education for the recently freed blacks. The university has an open admissions policy that provides for a diverse student body, diverse in socioeconomic background, academic preparation, career goals, ethnic experiences, age, and interest. The student population is composed of two groups with little or

no common experiences. These groups are, first, a black resident student population from densely populated urban areas and, second, a white commuter student population, many with rural backgrounds. These two distinct student groups find themselves together yet unable to communicate because there is very little association between groups on campus. According to Ms. Harris, there has been no violence or harassment on campus between racial groups since the university opened its door in 1954 to all persons.

Bob Henry, Public Relations Officer, Northwest Missouri State University

Bob Henry gave a profile of Maryville, the community where Northwest Missouri State University (NMSU) is located. Maryville is predominantly white and, in a city of approximately 10,000 persons, there are two black families. The university enrolls about 5,400 students of whom approximately 125 enrollees are black Americans. There are about 150 international students, 10 from the continent of Africa.

Mr. Henry stated that there was a series of incidents at the university. The first incident that sparked the campus controversy started with conflict over the volume of a radio that a group of black students was listening to in a student union lounge. A second group of predominantly white fraternity members occupied another portion of the lounge. There was a discussion on the loudness of the radio, and a white student kicked the radio plug from the socket. There was an angry exchange of words, some pushing and shoving, but no real violence; however, the incident created tension on campus that lasted throughout the fall semester.

A second incident occurred at a fraternity party near campus when a black student was making advances toward a young lady. An argument ensued and white students came to the lady's support. A violent fight among 8 to 10 persons, blacks and whites, took place; there were some injuries but none that required hospitalization.

Rumors of the fight spread across the campus. One rumor described several white-robed individuals who were seen entering a women's residence hall, adding the specter of Klan involvement.

The administration became very concerned after the fight occurred, combined with the rumor of the Klan on campus, and the anonymous distribution of Klan literature among black students.

In efforts to reach an understanding, meetings were convened among campus leaders and among residence hall groups. Because of the increasing size of the group, a mass meeting was scheduled at the student union. The media heard about this campus meeting. The Kansas City Ku Klux Klan also heard about the meeting and called the university to say the grand dragon would attend. The university did not allow the Klan's participation at the meeting. The broadcast media from Kansas City covered and reported the meeting. Although the Klan did not attend, one station spliced in a television interview with the grand dragon that gave the appearance that the Klan participated in the students' meeting.

Mr. Henry said that university personnel answered many telephone calls from parents who were concerned about student safety and raised questions about race riots on campus. The university responded to this crisis with emphasis on the policy of nondiscrimination, with an addendum saying that it would not tolerate verbal abuse, racial slurs, sexual innuendos, or the

threat of physical abuse expressed orally, in writing, or through electronic communications. Faculty, staff, and students were encouraged to report incidents that violated the university's antidiscrimination policy.

The university tried many methods in dealing with the racial conflict. The Department of Justice, Community Relations Service, played a key role in negotiating strategies for easing the conflict between the student groups. A written agreement between Northwest Missouri State University and the black students that provided for better relations in the future was signed. The agreement included the provision of scholarships for minority students, a cultural center for minority students, and meetings with Maryville community leaders to improve their relationship with minority students. Multicultural courses will be added to the general education requirements of the university. A campus relations committee has been established. Mr. Henry said that the racial turmoil that occurred at NMSU can happen anywhere, and the only way to solve it is to have the desire to solve it with plenty of hard work.

Dr. Henry Shannon, Dean, St. Louis Community College District

Henry Shannon represented the St. Louis Community College district, a system of three community colleges located in both urban and suburban locations. The district has an open admissions policy and has an approximate enrollment of 30,221 students. The racial and ethnic makeup includes 83 percent white, 15 percent black, and 2 percent other ethnic minorities.

With reference to the Committee's concern about the extent of bigotry and violence on campus, Dr. Shannon believed that the community college has a low incidence of racial violence and harassment simply because the

community college person attends the college primarily to meet his or her academic needs. The majority of the students are part-time commuters who seldom get involved in extracurricular activities on campus. Dr. Shannon stated that there has only been one racially motivated incident reported at the Forest Park campus. He thought that there might be other incidents that are very subtle or that are possibly handled by counselors or individual college personnel. The college's counseling staff is half black and half white.

The district has also conducted a needs assessment survey and a districtwide student institutional climate assessment. The results, the feedback from the students, were used in staff development workshops to improve classroom instruction and relationships between students and teachers. The district has used different program initiatives to recruit and retain the minority students at the community colleges and to provide guidance for the continuation of their studies at 4-year colleges.

Dr. Shannon said that there are no organized extremist groups on their campuses. However, he noted that there are skinhead activities in St. Louis County, in the Meramac service area. A student who identified himself as a neo-Nazi was enrolled in Forest Park but later withdrew due to a reprimand action.

Dr. Jim Irwin, Vice-Chancellor of Student Services, UMC

Dr. Jim Irwin is the vice chancellor of student services at the Columbia campus, the largest in the University of Missouri system. He responded to the issue of how bias-motivated incidents involving UMC students are reported. In the residence halls, disagreements and complaints are mediated or resolved by resident assistants and hall coordinators. Incidents outside of residence halls are often handled by the office of

student development or by the counseling department, with the action sometimes taking the form of a formal grievance. The office for minority affairs and the Black Culture Center also receive complaints. Incidents are sometimes resolved informally; if they violate the laws, the campus police and the court system get involved.

According to Dr. Irwin, if the offense is a behavioral incident, it is resolved through remedies in the conduct area or the grievance procedures area. The university emphasis is on resolving the incidents informally; however, there is a chain of command and administrative remedies that can be appealed until the highest authority in the university makes a ruling.

Dr. Irwin indicated that within the past year there have not been any bias-motivated incidents reported officially to the chancellor's office or to administration. UMC does not have knowledge of any hate group activity on campus, and it has not officially recognized hate groups among its student organizations.

In effect, UMC has in place rules, regulations, policies, campus laws, and procedures that will deal with grievances, discrimination, and bias-motivated incidents. If there was a log or an evaluation report that counted the numbers of incidents, it was not discussed at the open forum, outside of the police count for campus law violations.

OPEN SESSION

Walter Smith, Black Culture Center, UMC

Walter Smith, a faculty member at UMC and staff member at the Black Culture Center made a presentation at the open session. Mr. Smith did not want to give the impression that racism and bigotry does not exist at UMC; it is alive and active. He also believed that the university had taken some

positive steps in alleviating the situation at UMC. Mr. Smith could not give a specific incident of overt physical violence that was racially motivated within the last year. However, there were many incidents and complaints involving students in classroom situations. The classroom incidents were not reported through formal channels for various reasons, possibly because those channels need to be changed or revised to meet specific needs.

Mr. Smith described a hypothetical bias-motivated incident involving a tenured professor and a student: the student believes that the complaint will not be resolved through formal channels and the atmosphere will get worse for the student if and when instructors come together on this incident. It could become difficult for the student to survive in the department and in the college. The student feels uncomfortable reporting the incident through formal channels.

Mr. Smith said that complaint procedures are needed that will protect the student from retaliation for reporting the incident. Change is needed in the atmosphere because instructors are insensitive to other cultures and racist attitudes are harbored by instructors against minorities and are reflected in the grading of classroom assignments.

Minnie Two Shoes, Native American Student Association

Minnie Two Shoes is a Native American and a second year graduate student in the school of journalism, UMC.

Ms. Two Shoes was very concerned that most of the previous speakers kept talking about the subtlety of racism and bigotry on campus, how it is not overt. The fact is, she said there is racism and bigotry, it is dangerous, and it is continuing. Ms. Two Shoes is scared that no one is

going to pay attention to it. She made it clear that blacks do not have an exclusive franchise on racism and bigotry. As a Native American she has been a victim of racism at UMC in not so subtle ways. She mentioned as examples the cafeteria service, campus housing discrimination, section 8 housing discrimination, and the instructors' grading of minority students' classwork. She believed that minority students constantly have to prove themselves, not only in the classroom, but in the class system. Minorities have to prove to every professor in each new class that they are not tokens but students who can get the job done. Ms. Two Shoes was told by a fellow student that the Native Americans are a safe minority because they are not dangerous, drug oriented, or as intelligent as other minority groups, just cute, colorful, and cultural.

Ms. Two Shoes believed that the solution to the problem of racism remains in a multicultural, diverse society at the university, with staff, with faculty, with cultural content classes, because one cannot grow up thinking the whole world is white middle class. She believed that the role of the media in reporting this forum was going to be a standard for judging the concerns about racism at UMC.

SUMMARY

This report summarizes the proceedings of a community forum on bigotry and violence on Missouri's college campuses. A Federal official gave information on perpetrators of hate crimes on campuses and a process for conflict resolution. Community and media consultants provided views on the collection of data for properly informing and educating the public on hate crimes and anti-Semitism.

Law enforcement officials told the Committee why and how information on hate crimes is or is not reported. Two students described their thoughts and responses on the issue of racism. Faculty, administrators, and staff provided different aspects of handling and working with bias-motivated incidents, complaints, and harassment on their campus.

Some institutions mentioned the important aspect of immediate top level responses to the serious nature of bias-motivated incidents on campuses if there is to be a positive learning environment for all students. One university described how it handled a campus controversy that cost much time, energy, and money but provided an invaluable experience in racial relations.